Alberta Employment and Immigration

July 2009

SETTLEMENTS FOR COLLECTIVE BARGAINING AGREEMENTS
For the Period Ending June 30, 2009

TABLE I - ALL INDUSTRIES IN ALBERTA
TABLE II - BY PRIVATE AND PUBLIC SECTORS
TABLE III - BY MAJOR INDUSTRY SECTORS

SETTLEMENTS FOR COLLECTIVE BARGAINING AGREEMENTS

July 2009

For the Period Ending: June 2009

TABLE I ALL INDUSTRIES IN ALBERTA

Year	Number of Agreements	Number of Employees	Weighted Avg. Duration (months)	Percentage Change Weighted Average Annual	Percentage Change Total Over Duration
Q 1	54	5,107	35.3	2.3	7.3
Q 2	28	3,427	25.4	1.1	2.8
Q 3	0	0	0.0	0.0	0.0
Q 4	0	0	0.0	0.0	0.0
2009	**82**	**8,534**	**31.3**	**1.9**	**5.5**
Q 1	83	49,235	49.9	2.8	11.4
Q 2	53	20,403	35.1	4.4	13.2
Q 3	63	36,922	39.6	4.2	14.2
Q 4	74	34,805	38.7	4.7	15.8
2008	**273**	**141,365**	**42.3**	**3.8**	**13.5**
Q 1	70	10,475	26.4	3.9	8.9
Q 2	75	13,901	33.3	4.8	14.6
Q 3	70	62,173	36.5	5.1	16.3
Q 4	65	29,849	46.4	4.4	17.7
2007	**280**	**116,398**	**37.7**	**4.8**	**15.8**

Source: Alberta Employment and Immigration
Integrated Bargaining Information System (IBIS)

Report Date 23-Jul-09

SETTLEMENTS FOR COLLECTIVE BARGAINING AGREEMENTS

July 2009

For the Period Ending: June 2009

TABLE II *BY PRIVATE AND PUBLIC SECTORS*

Year	Number of Agreements	Number of Employees	Weighted Avg. Duration (months)	Percentage Change Weighted Average Annual	Percentage Change Total Over Duration
Private Sector					
Q 1	22	2,705	37.2	2.5	8.1
Q 2	23	3,250	25.4	1.0	2.5
Q 3	0	0	0.0	0.0	0.0
Q 4	0	0	0.0	0.0	0.0
2009	**45**	**5,955**	**30.7**	**1.7**	**5.0**
Q 1	20	21,678	42.7	3.7	14.7
Q 2	33	13,524	34.8	4.6	13.8
Q 3	34	6,983	31.2	4.1	11.8
Q 4	38	10,488	44.2	4.9	19.1
2008	**125**	**52,673**	**39.4**	**4.2**	**14.9**
Q 1	38	4,579	32.5	4.0	10.4
Q 2	49	7,367	36.7	5.7	19.3
Q 3	38	12,648	40.6	6.0	21.5
Q 4	38	17,001	45.6	6.1	24.7
2007	**163**	**41,595**	**41.1**	**5.8**	**21.2**
Public Sector					
Q 1	32	2,402	33.1	2.2	6.4
Q 2	5	177	26.7	3.8	8.2
Q 3	0	0	0.0	0.0	0.0
Q 4	0	0	0.0	0.0	0.0
2009	**37**	**2,579**	**32.7**	**2.3**	**6.6**
Q 1	63	27,557	55.5	2.0	8.9
Q 2	20	6,879	35.6	4.2	12.1
Q 3	29	29,939	41.5	4.2	14.8
Q 4	36	24,317	36.3	4.5	14.3
2008	**148**	**88,692**	**44.0**	**3.6**	**12.6**
Q 1	32	5,896	21.7	3.9	7.8
Q 2	26	6,534	29.4	3.8	9.4
Q 3	32	49,525	35.4	4.9	15.0
Q 4	27	12,848	47.4	2.3	8.4
2007	**117**	**74,803**	**35.9**	**4.3**	**12.8**

Source: Alberta Employment and Immigration
Integrated Bargaining Information System (IBIS)

Report Date: 23-Jul-09

SETTLEMENTS FOR COLLECTIVE BARGAINING AGREEMENTS

July 2009

For the Period Ending: June 2009

TABLE II BY MAJOR INDUSTRY SECTORS

Year	Number of Agreements	Number of Employees	Weighted Avg. Duration (months)	Percentage Change Weighted Average Annual	Percentage Change Total Over Duration
Accommodation And Food Services					
Q 1	0	0	0.0	0.0	0.0
Q 2	0	0	0.0	0.0	0.0
Q 3	0	0	0.0	0.0	0.0
Q 4	0	0	0.0	0.0	0.0
2009	**0**	**0**	**0.0**	**0.0**	**0.0**
Q 1	1	160	60.0	5.0	27.7
Q 2	2	200	18.9	2.9	5.9
Q 3	3	272	36.0	4.9	15.6
Q 4	0	0	0.0	0.0	0.0
2008	**6**	**632**	**36.7**	**4.3**	**15.6**
Q 1	3	680	51.4	1.9	8.4
Q 2	1	33	24.0	3.0	6.1
Q 3	0	0	0.0	0.0	0.0
Q 4	2	246	55.0	4.7	24.3
2007	**6**	**959**	**51.4**	**2.7**	**12.4**
Administrative And Support, Waste Management And Remediation Services					
Q 1	1	214	36.0	2.6	8.1
Q 2	0	0	0.0	0.0	0.0
Q 3	0	0	0.0	0.0	0.0
Q 4	0	0	0.0	0.0	0.0
2009	**1**	**214**	**36.0**	**2.6**	**8.1**
Q 1	0	0	0.0	0.0	0.0
Q 2	1	65	24.0	2.3	4.8
Q 3	1	80	36.0	5.2	16.4
Q 4	0	0	0.0	0.0	0.0
2008	**2**	**145**	**30.6**	**3.9**	**11.2**
Q 1	1	64	36.0	6.7	21.4
Q 2	3	316	37.9	5.0	17.0
Q 3	0	0	0.0	0.0	0.0
Q 4	2	35	64.3	5.7	34.1
2007	**6**	**415**	**39.8**	**5.3**	**19.1**

Source: Alberta Employment and Immigration
Integrated Bargaining Information System (IBIS)

Year	Number of Agreements	Number of Employees	Weighted Avg. Duration (months)	Percentage Change Weighted Average Annual	Percentage Change Total Over Duration
Agriculture, Forestry, Fishing And Hunting					
Q 1	0	0	0.0	0.0	0.0
Q 2	0	0	0.0	0.0	0.0
Q 3	0	0	0.0	0.0	0.0
Q 4	0	0	0.0	0.0	0.0
2009	**0**	**0**	**0.0**	**0.0**	**0.0**
Q 1	0	0	0.0	0.0	0.0
Q 2	0	0	0.0	0.0	0.0
Q 3	0	0	0.0	0.0	0.0
Q 4	0	0	0.0	0.0	0.0
2008	**0**	**0**	**0.0**	**0.0**	**0.0**
Q 1	0	0	0.0	0.0	0.0
Q 2	0	0	0.0	0.0	0.0
Q 3	0	0	0.0	0.0	0.0
Q 4	0	0	0.0	0.0	0.0
2007	**0**	**0**	**0.0**	**0.0**	**0.0**
Arts, Entertainment And Recreation					
Q 1	1	1	12.0	0.0	0.0
Q 2	3	41	30.9	2.5	6.5
Q 3	0	0	0.0	0.0	0.0
Q 4	0	0	0.0	0.0	0.0
2009	**4**	**42**	**30.4**	**2.4**	**6.4**
Q 1	0	0	0.0	0.0	0.0
Q 2	1	1	12.0	0.0	0.0
Q 3	0	0	0.0	0.0	0.0
Q 4	1	1	12.0	0.0	0.0
2008	**2**	**2**	**12.0**	**0.0**	**0.0**
Q 1	2	177	17.5	7.9	9.3
Q 2	5	368	32.8	4.8	13.4
Q 3	1	30	24.0	2.5	5.0
Q 4	1	205	48.0	6.8	30.1
2007	**9**	**780**	**33.0**	**5.9**	**16.5**

Year	Number of Agreements	Number of Employees	Weighted Avg. Duration (months)	Percentage Change Weighted Average Annual	Percentage Change Total Over Duration
Construction					
Q 1	2	760	32.0	0.0	0.0
Q 2	9	1,982	24.6	0.0	0.0
Q 3	0	0	0.0	0.0	0.0
Q 4	0	0	0.0	0.0	0.0
2009	**11**	**2,742**	**26.7**	**0.0**	**0.0**
Q 1	5	6,930	47.4	5.6	24.4
Q 2	6	744	24.0	6.4	13.3
Q 3	4	1,052	41.3	6.0	22.2
Q 4	3	655	29.8	4.0	9.9
2008	**18**	**9,381**	**43.6**	**5.6**	**22.3**
Q 1	4	350	30.1	2.3	6.0
Q 2	13	4,484	39.5	6.4	23.1
Q 3	10	8,208	44.5	5.9	23.6
Q 4	14	15,174	46.9	5.9	25.4
2007	**41**	**28,216**	**44.9**	**6.0**	**24.3**
Educational Services					
Q 1	6	509	35.0	1.6	4.5
Q 2	0	0	0.0	0.0	0.0
Q 3	0	0	0.0	0.0	0.0
Q 4	0	0	0.0	0.0	0.0
2009	**6**	**509**	**35.0**	**1.6**	**4.5**
Q 1	51	25,767	57.3	1.8	8.7
Q 2	11	8,881	36.9	3.4	10.1
Q 3	6	1,303	48.7	3.7	13.3
Q 4	13	2,199	40.8	1.8	5.7
2008	**81**	**38,150**	**51.3**	**2.3**	**9.0**
Q 1	13	4,881	18.2	3.5	5.5
Q 2	10	2,593	22.2	3.2	6.1
Q 3	2	266	24.0	3.3	6.7
Q 4	10	9,176	56.6	1.7	7.5
2007	**35**	**16,916**	**39.8**	**2.4**	**6.7**

Year	Number of Agreements	Number of Employees	Weighted Avg. Duration (months)	Percentage Change Weighted Average Annual	Percentage Change Total Over Duration
Finance And Insurance					
Q 1	0	0	0.0	0.0	0.0
Q 2	0	0	0.0	0.0	0.0
Q 3	0	0	0.0	0.0	0.0
Q 4	0	0	0.0	0.0	0.0
2009	**0**	**0**	**0.0**	**0.0**	**0.0**
Q 1	0	0	0.0	0.0	0.0
Q 2	2	9	36.0	5.7	18.0
Q 3	0	0	0.0	0.0	0.0
Q 4	0	0	0.0	0.0	0.0
2008	**2**	**9**	**36.0**	**5.7**	**18.0**
Q 1	0	0	0.0	0.0	0.0
Q 2	0	0	0.0	0.0	0.0
Q 3	1	1,890	24.0	7.3	15.1
Q 4	0	0	0.0	0.0	0.0
2007	**1**	**1,890**	**24.0**	**7.3**	**15.1**
Health Care And Social Assistance					
Q 1	17	2,061	36.0	3.2	9.8
Q 2	5	167	30.8	4.9	16.6
Q 3	0	0	0.0	0.0	0.0
Q 4	0	0	0.0	0.0	0.0
2009	**22**	**2,228**	**35.6**	**3.3**	**10.3**
Q 1	3	217	29.3	4.4	11.2
Q 2	7	8,178	35.7	5.1	16.2
Q 3	21	28,047	41.5	4.2	15.0
Q 4	20	22,130	35.3	5.1	15.4
2008	**51**	**58,572**	**38.3**	**4.7**	**15.3**
Q 1	11	1,144	36.9	3.3	10.4
Q 2	12	910	33.8	2.9	8.7
Q 3	12	25,445	36.0	4.9	15.4
Q 4	17	2,707	18.4	4.2	8.2
2007	**52**	**30,206**	**34.4**	**4.7**	**14.4**

Year	Number of Agreements	Number of Employees	Weighted Avg. Duration (months)	Percentage Change Weighted Average Annual	Percentage Change Total Over Duration
Information And Cultural Industries					
Q 1	2	77	36.0	3.8	11.9
Q 2	1	750	24.0	2.7	5.5
Q 3	0	0	0.0	0.0	0.0
Q 4	0	0	0.0	0.0	0.0
2009	**3**	**827**	**25.1**	**2.8**	**6.1**
Q 1	0	0	0.0	0.0	0.0
Q 2	1	55	24.0	7.3	15.1
Q 3	0	0	0.0	0.0	0.0
Q 4	0	0	0.0	0.0	0.0
2008	**1**	**55**	**24.0**	**7.3**	**15.1**
Q 1	1	1	12.0	0.0	0.0
Q 2	0	0	0.0	0.0	0.0
Q 3	3	184	36.0	3.6	11.2
Q 4	3	86	27.5	4.8	11.5
2007	**7**	**271**	**33.2**	**4.0**	**11.2**
Management of Companies And Enterprises					
Q 1	0	0	0.0	0.0	0.0
Q 2	0	0	0.0	0.0	0.0
Q 3	0	0	0.0	0.0	0.0
Q 4	0	0	0.0	0.0	0.0
2009	**0**	**0**	**0.0**	**0.0**	**0.0**
Q 1	0	0	0.0	0.0	0.0
Q 2	0	0	0.0	0.0	0.0
Q 3	0	0	0.0	0.0	0.0
Q 4	0	0	0.0	0.0	0.0
2008	**0**	**0**	**0.0**	**0.0**	**0.0**
Q 1	0	0	0.0	0.0	0.0
Q 2	0	0	0.0	0.0	0.0
Q 3	0	0	0.0	0.0	0.0
Q 4	0	0	0.0	0.0	0.0
2007	**0**	**0**	**0.0**	**0.0**	**0.0**

Year	Number of Agreements	Number of Employees	Weighted Avg. Duration (months)	Percentage Change Weighted Average Annual	Percentage Change Total Over Duration
Manufacturing					
Q 1	1	16	24.0	0.0	0.0
Q 2	1	120	21.0	1.1	2.0
Q 3	0	0	0.0	0.0	0.0
Q 4	0	0	0.0	0.0	0.0
2009	**2**	**136**	**21.4**	**1.0**	**1.8**
Q 1	5	1,184	37.8	6.1	19.3
Q 2	4	328	29.7	3.1	8.3
Q 3	12	1,468	34.8	5.4	15.4
Q 4	6	188	27.6	5.2	11.4
2008	**27**	**3,168**	**35.0**	**5.4**	**15.9**
Q 1	11	813	32.6	5.4	15.1
Q 2	13	1,429	32.3	3.8	10.7
Q 3	16	1,516	34.7	5.1	15.1
Q 4	10	425	41.0	5.7	19.2
2007	**50**	**4,183**	**34.1**	**4.8**	**14.0**
Mining And Oil And Gas Extraction					
Q 1	1	358	60.0	2.8	14.7
Q 2	1	200	32.0	1.1	3.0
Q 3	0	0	0.0	0.0	0.0
Q 4	0	0	0.0	0.0	0.0
2009	**2**	**558**	**50.0**	**2.2**	**10.5**
Q 1	1	2,700	59.0	3.1	16.1
Q 2	1	50	32.0	3.1	8.5
Q 3	0	0	0.0	0.0	0.0
Q 4	0	0	0.0	0.0	0.0
2008	**2**	**2,750**	**58.5**	**3.1**	**16.0**
Q 1	1	27	48.0	7.2	31.9
Q 2	1	17	53.0	7.0	34.6
Q 3	1	2,433	32.0	7.2	20.2
Q 4	0	0	0.0	0.0	0.0
2007	**3**	**2,477**	**32.3**	**7.1**	**20.4**

Source: Alberta Employment and Immigration
Integrated Bargaining Information System (IBIS)

Year	Number of Agreements	Number of Employees	Weighted Avg. Duration (months)	Percentage Change Weighted Average Annual	Percentage Change Total Over Duration
Other Services (except Public Administration)					
Q 1	1	25	24.0	0.0	0.0
Q 2	4	77	22.4	2.9	5.5
Q 3	0	0	0.0	0.0	0.0
Q 4	0	0	0.0	0.0	0.0
2009	**5**	**102**	**22.8**	**2.2**	**4.2**
Q 1	1	24	24.0	7.0	14.5
Q 2	5	81	29.3	8.1	19.3
Q 3	2	141	24.0	0.0	0.1
Q 4	1	45	24.0	11.8	25.0
2008	**9**	**291**	**25.5**	**4.7**	**10.5**
Q 1	2	7	25.7	3.6	7.6
Q 2	2	183	28.1	6.7	14.8
Q 3	1	2	24.0	4.5	9.2
Q 4	1	44	36.0	3.0	9.2
2007	**6**	**236**	**29.5**	**5.9**	**13.5**
Professional, Scientific And Technical Services					
Q 1	0	0	0.0	0.0	0.0
Q 2	0	0	0.0	0.0	0.0
Q 3	0	0	0.0	0.0	0.0
Q 4	0	0	0.0	0.0	0.0
2009	**0**	**0**	**0.0**	**0.0**	**0.0**
Q 1	0	0	0.0	0.0	0.0
Q 2	1	75	36.0	1.3	4.0
Q 3	0	0	0.0	0.0	0.0
Q 4	0	0	0.0	0.0	0.0
2008	**1**	**75**	**36.0**	**1.3**	**4.0**
Q 1	1	4	33.0	0.0	0.0
Q 2	0	0	0.0	0.0	0.0
Q 3	0	0	0.0	0.0	0.0
Q 4	0	0	0.0	0.0	0.0
2007	**1**	**4**	**33.0**	**0.0**	**0.0**

Year	Number of Agreements	Number of Employees	Weighted Avg. Duration (months)	Percentage Change Weighted Average Annual	Total Over Duration
Public Administration					
Q 1	16	978	28.9	2.6	6.6
Q 2	3	60	34.2	3.9	11.2
Q 3	0	0	0.0	0.0	0.0
Q 4	0	0	0.0	0.0	0.0
2009	**19**	**1,038**	**29.2**	**2.7**	**6.9**
Q 1	7	747	36.0	5.5	17.2
Q 2	4	839	33.1	7.1	20.8
Q 3	3	105	25.9	5.1	11.7
Q 4	12	2,609	33.9	3.1	9.2
2008	**26**	**4,300**	**33.9**	**4.4**	**12.9**
Q 1	11	364	32.2	6.7	19.8
Q 2	5	400	27.0	7.9	17.8
Q 3	12	21,600	35.9	4.6	14.6
Q 4	2	840	28.0	5.1	11.8
2007	**30**	**23,204**	**35.4**	**4.7**	**14.6**
Real Estate And Rental And Leasing					
Q 1	0	0	0.0	0.0	0.0
Q 2	0	0	0.0	0.0	0.0
Q 3	0	0	0.0	0.0	0.0
Q 4	0	0	0.0	0.0	0.0
2009	**0**	**0**	**0.0**	**0.0**	**0.0**
Q 1	0	0	0.0	0.0	0.0
Q 2	0	0	0.0	0.0	0.0
Q 3	2	40	29.7	7.6	20.3
Q 4	0	0	0.0	0.0	0.0
2008	**2**	**40**	**29.7**	**7.6**	**20.3**
Q 1	1	73	24.0	10.1	21.3
Q 2	0	0	0.0	0.0	0.0
Q 3	0	0	0.0	0.0	0.0
Q 4	0	0	0.0	0.0	0.0
2007	**1**	**73**	**24.0**	**10.1**	**21.3**

Year	Number of Agreements	Number of Employees	Weighted Avg. Duration (months)	Percentage Change Weighted Average Annual	Percentage Change Total Over Duration
Retail Trade					
Q 1	0	0	0.0	0.0	0.0
Q 2	0	0	0.0	0.0	0.0
Q 3	0	0	0.0	0.0	0.0
Q 4	0	0	0.0	0.0	0.0
2009	**0**	**0**	**0.0**	**0.0**	**0.0**
Q 1	4	10,513	36.0	2.4	7.3
Q 2	1	62	38.0	3.8	12.5
Q 3	0	0	0.0	0.0	0.0
Q 4	6	4,846	58.3	4.7	24.9
2008	**11**	**15,421**	**43.0**	**3.1**	**12.8**
Q 1	0	0	0.0	0.0	0.0
Q 2	0	0	0.0	0.0	0.0
Q 3	2	104	36.0	3.7	11.4
Q 4	0	0	0.0	0.0	0.0
2007	**2**	**104**	**36.0**	**3.7**	**11.4**
Transportation And Warehousing					
Q 1	5	44	27.3	3.2	8.2
Q 2	1	30	39.0	3.4	11.4
Q 3	0	0	0.0	0.0	0.0
Q 4	0	0	0.0	0.0	0.0
2009	**6**	**74**	**32.0**	**3.3**	**9.5**
Q 1	2	36	34.4	3.1	9.4
Q 2	2	248	36.0	8.1	26.1
Q 3	4	344	39.0	6.7	22.3
Q 4	8	509	35.3	6.0	19.3
2008	**16**	**1,137**	**36.5**	**6.6**	**21.4**
Q 1	4	295	32.4	4.4	12.5
Q 2	7	2,721	36.0	3.7	11.5
Q 3	5	201	37.2	5.9	13.9
Q 4	0	0	0.0	0.0	0.0
2007	**16**	**3,217**	**35.7**	**3.9**	**11.8**

Year	Number of Agreements	Number of Employees	Weighted Avg. Duration (months)	Percentage Change Weighted Average Annual	Percentage Change Total Over Duration
Utilities					
Q 1	1	64	24.0	2.0	4.0
Q 2	0	0	0.0	0.0	0.0
Q 3	0	0	0.0	0.0	0.0
Q 4	0	0	0.0	0.0	0.0
2009	**1**	**64**	**24.0**	**2.0**	**4.0**
Q 1	3	957	24.7	3.5	7.4
Q 2	1	6	35.0	3.6	10.7
Q 3	4	3,520	24.0	2.5	5.0
Q 4	2	1,188	24.6	3.7	7.7
2008	**10**	**5,671**	**24.3**	**2.9**	**6.0**
Q 1	4	1,595	27.3	4.8	11.6
Q 2	2	395	25.4	9.2	19.8
Q 3	4	294	37.1	5.0	16.4
Q 4	2	891	36.0	6.3	20.2
2007	**12**	**3,175**	**30.4**	**5.8**	**15.5**
Wholesale Trade					
Q 1	0	0	0.0	0.0	0.0
Q 2	0	0	0.0	0.0	0.0
Q 3	0	0	0.0	0.0	0.0
Q 4	0	0	0.0	0.0	0.0
2009	**0**	**0**	**0.0**	**0.0**	**0.0**
Q 1	0	0	0.0	0.0	0.0
Q 2	3	581	27.2	3.7	8.7
Q 3	1	550	36.0	4.1	12.9
Q 4	2	435	71.1	6.8	48.2
2008	**6**	**1,566**	**42.5**	**4.7**	**21.2**
Q 1	0	0	0.0	0.0	0.0
Q 2	1	52	24.0	6.3	12.9
Q 3	0	0	0.0	0.0	0.0
Q 4	1	20	24.0	4.3	8.7
2007	**2**	**72**	**24.0**	**5.7**	**11.7**

Source: Alberta Employment and Immigration
Integrated Bargaining Information System (IBIS)

TECHNICAL NOTES

The sectors used for reporting purposes are: **Accommodation and Food Services; Administrative and Support, Waste Management and Remediation Services; Agriculture, Forestry, Fishing and Hunting; Arts, Entertainment and Recreation; Construction; Educational Services; Finance and Insurance; Health Care and Social Assistance; Information and Cultural Industries; Management of Companies and Enterprises; Manufacturing; Mining and Oil & Gas Extraction; Other Services (Except Public Administration); Professional, Scientific, & Technical Services; Public Administration; Real Estate and Rental and Leasing; Retail Trade; Transportation and Warehousing; Utilities; and Wholesale Trade.**

Coverage: The information on collective bargaining settlements and negotiations applies to unionized bargaining units of all sizes in Alberta. There are 1,419 collective bargaining agreements (CBAs) for 384,747 employees being monitored. A total of 88.8% of the CBAs and 82.5% of the unionized workforce are covered under the *Labour Relations Code*. The remaining CBAs filed with the department are covered by other Alberta legislation including the *Public Service Employee Relations Act, the Post-Secondary Learning Act* and the *Police Officers Collective Bargaining Act*. There are also some CBAs under the *Canada Labour Code* for Alberta employees being filed with Alberta Employment and Immigration

MPG Rate: The wage rate of the Most Populous Group (MPG) or most representative job classification in each agreement is used in all calculations.

Number of Employees: The employee count may change over the term of the CBA. The number of employees covered by an agreement is based on the number of employees reported at the time a CBA is filed with Alberta Employment and Immigration. The number of employees is updated if more current information is provided during the term of the CBA.

Settlement Data: Data presented by this publication reflects settlements **ratified** during a **given time period**. Settlement data is based on the percentage change over the term of the agreement, including any retroactive changes. **Settlement data does not reflect actual wage increases or decreases.**

Weighted Average Duration: The duration of each settlement is weighted by the number of employees covered by the agreement, and the average is calculated in months, for the settlement period.

Weighted Average Annual Compound Per Cent Change: This figure is calculated by: (1) deriving the average annual compound increase or decrease for the duration of each agreement for the MPG rate; (2) weighting this figure by the number of employees covered by the agreement; and (3) averaging all agreements received in the reporting time period. The percentage change includes settled wage reopeners.

Settlement Exclusions: Settlements not included in the weighted average annual (total) percent change calculations are those where: payment is based on a piece rate or mileage system, hours of work vary (eg. university and colleges faculty agreements), no previous agreement exists (eg. first agreements), MPG rate is probationary, supervisory or part time, no comparable job classifications can be found due to major changes in the wage schedule grid, or incomplete settlement data is obtained.

Data Revision: Settlement data are subject to revision each month as estimates (verbal information) are updated to actual collective agreements filed. The Alberta settlements for 2007, 2008 and 2009 year-to-date have been revised as of July 23, 2009.

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